30 December 1977

MEMORANDUM FOR: Comptroller, CIA

STAT   ATTENTION:

FROM:

Acting Director of Medical Services

SUBJECT: Recruitment and Retention of Physicians by CIA

1.   With reference to our discussion the other day,
the status of physicians is as follows. We have one phy-
sician vacancy at Headquarters at this time and anticipate
losing three overseas Regional Medical Officers within the
next six months. There are no physicians cleared and
available at this time to fill these four positions. There
are three physicians who have indicated preliminary interest
in Agency employment who will be interviewed by our staff.
Only one of these appears to be a likely candidate at this
time.

2.   Attached for your information is a study on phy-
sician recruitment over the past year. It is abundantly
clear that salary is the major reason for rejection of CIA
employment by qualified applicants. With respect to retention
of physicians, I can state that all of our overseas physicians
have expressed concern and disappointment that we are unable
to meet salaries and benefits accorded to other government
physicians assigned overseas.

3.   Although failure to provide a competitive salary is
of major importance, it is not the sole contributor to our
difficulties in retaining or recruiting physicians. Other
factors include the somewhat tarnished reputation which the
Agency enjoys at this time, the higher cost of living over-
seas as compared with previous years, and some increased
personal risk to physicians and their families assigned
abroad. Although difficult to document, I have a strong
impression that our physicians resent a situation which
does not provide them equal pay for equal work.

UNCLASSIFIED

SUBJECT: Recruitment and Retention of Physicians by CIA

STAT

4.   For all these reasons, I think it is imperative that we move as quickly as possible if we are going to provide the kind of medical support which is expected of us. Time is running out and the pipe line is empty.

ttachment
  Memo for AD/MS dtd
STAT 20 Dec 77, Same Subj:

MS[   ]ct

stribution:
  Orig & 1 - Addressee
        1 - D/MS
        1 - DD/MS
        2 - O-D/MS files
        1 - C/P&SS